

# Headquarters East



## Labor-Management Partnership Council

### COUNCIL MINUTES

January 19, 2000

2 - 4 p.m.

Approved:

*Kathy C. Palatianos* 2/9/00  
Management Co-Chair / date

*Valerie Lawrence* 2/9/00  
Union Co-Chair / date

#### Members:

Ann Brown (present)  
Balerma Burgess (present)  
Katy Ciacco-Palatianos (present)  
Richard Crooke (present)  
Jennifer Hovencamp (present)  
Tony Kendrick (absent)  
Bonnie Matheson (present)  
Juanita Neconie (present)  
Kathleen Patterson (present)

Mr. Vince Gudewich, IHS Labor Relations Officer was introduced to the Council. Mr. Gudewich entered on duty as a Headquarters East employee during the month of December.

The October 99 minutes were discussed and adopted with a change to the last paragraph.

The Council discussed their charter and role, and agreed to postpone the discussion till the next meeting in February. The Relocation of Headquarters was an agenda item but since there has been no activity, minimal discussion took place.

The Council agreed to meet with the sub-committee for the Headquarters East QWL plan. Ms. Matheson agreed to take the lead on setting this meeting up.

Mr. Crooke shared the Headquarters Internet Access Policy and informed the Council that the policy went into effect around January 1, 2000. The policy prohibits employees from accessing

and downloading inappropriate information from the Internet. If an employee encounters a situation where they need to access a site and the access has been block, the employee should contact Mr. Crook for an exemption to the policy. A request for an exception to the policy can be made by sending Mr. Crooke an electronic message.

This discussion prompted a discussion regarding notification to the Union of proposed organizational changes, and policies, specifically the Draft IHS Merit Promotion Plan, Excepted Service Examining Plan and the Indian Preference Circulars well as what issues should be before the Council and which should not.

The Union mentioned that a national Unfair Labor Practice Charge has been filed with the Federal Labor Relations Authority regarding the implementation of the Performance Appraisal system and Awards policies. The Union also mentioned that they have filed an additional ULP allegation against Headquarters East regarding awards.

A committee has been established by the Union at the Twinbrook building to address the Twinbrook issues. The tentative committee members are Mr. Joe Corliss, chairperson, Mr. Paul Lofgren and Mr. Lee Begay. During the October 1999 meeting, the Acting Director, DAS stated that her staff would conduct walk through inspections of the Twinbrook building as well as conduct meeting with staff on each floor. To date, this has not taken place and Ms. Burgess volunteered to contact the Acting Director, Division of Administrative Services (DAS) to see when they would take place.

The Council agreed that it should meet with Headquarters East managers and make presentations at the IHS General staff meetings. These meetings would assist the Council in assessing the needs of Headquarters employees as well as educating managers and employees regarding labor relations.

The Council discussed the Leadership in Context course and it was mentioned that it was tentatively scheduled for either April or May of this year. The Council also agreed that they would try to take a course on Alternative Dispute Resolution.

Ms. Matheson and Dr. Ciacco-Palatanos agreed to jointly draft a memorandum to the Director, IHS from the Council in which the Council suggests that he consider changing the time for the general staff meeting from 9:30 a.m. to 10:30 a.m. rather than the existing 9 a.m. to 10:30 a.m. This change would allow for additional staff to attend the meetings since they arrive to work after 9 a.m.

The Council adjourned. The next Council meeting is February 9, 2000, and will be arranged by the Union.